

Federal Government Hiring of Individuals with Disabilities

What is Schedule A?

Schedule A is a non-competitive appointment authority for civil service placement. It has nothing to do with an individual's status as a veteran; it refers to individuals who have disabilities. Schedule A is used to hire people with "severe physical disabilities, psychiatric disabilities, and intellectual disabilities".

As proof of disability, applicants need a letter signed by a licensed medical professional. Per the governing US Code, the letter can be signed by a "physician or other medical professional duly certified by a State, the District of Columbia, or a U.S. territory, to practice medicine); a licensed vocational rehabilitation specialist (State or private); or any Federal agency, State agency, or an agency of the District of Columbia or a U.S. territory that issues or provides disability benefits". Most people have their letters signed by their PCM or therapist.

The letter should not differentiate which type of disability or reveal the individual's exact diagnosis. More information about the Schedule A Hiring Authority can be found at this website: <http://www.opm.gov/policy-data-oversight/disability-employment/hiring/#url=Schedule-A-Hiring-Authority>.

What is the OPM Shared List of Individuals with Disabilities?

The federal government hired Bender Consulting Services to recruit and screen individuals with disabilities for consideration for federal employment. Upon successful completion of the screening process the individual's resume will be placed in a database accessible by all federal agencies' hiring managers and HR personnel. This database is commonly referred to as "the Bender List". Registering for the Bender List is not a guarantee of employment, but it may help get your resume into the hands of the selecting officials: <http://www.benderconsult.com/employers/government-agencies>.

What is a Selective Placement Program Coordinator (SPPC)?

Most Federal agencies have a Selective Placement Program Coordinator (SPPC), sometimes also referred to as a Disability Program Manager, who helps management recruit, hire and accommodate people with disabilities. Visit the OPM website at the link provided for more information about disability employment within the federal government, the role of the SPPC and for SPPC contact information: <http://www.opm.gov/policy-data-oversight/disability-employment/>

What is the Equal Employment Opportunity Commission (EEOC)?

The EEOC is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. It is also illegal to discriminate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. Visit www.eeoc.gov for more information about the EEOC. Additionally, the EEOC publishes a series of informational brochures titled "The ABCs of Schedule A" for a variety of different audiences: http://www.eeoc.gov/eeoc/initiatives/lead/abcs_of_schedule_a.cfm